



Training Programme on: Understanding self through Psychometric Analysis

Programme Code: T2526IEG04

15-19 December 2025
(Goa)



National Productivity Council

1. ABOUT NPC

National Productivity Council (NPC) is an autonomous organization under the Department of Promotion of Industry and Internal Trade, Ministry of Commerce & Industry, Government of India. The present expertise available in NPC has a resource base of professionals from fields such as Economics, Industrial Engineering, Human Resource Management, Energy, Environment, IT, Project Monitoring and Evaluation, Research Studies and Baseline Surveys. In addition, services of external professionals and subject matter specialists are also sought on need basis, depending upon the nature and scope of work. NPC extends services from its headquarter at New Delhi and 12 regional offices across the country manned by more than 100 full time professionals. NPC has professionals from diverse fields to provide Consultancy, Capacity Building and Project Monitoring Unit (PMU) services to various organisations including Central Government Ministries and State Governments.

2. PROGRAMME THEME

In today's complex and performance-driven workplace, successful managers are those who understand themselves as well as they understand their teams. This program uses psychometric assessments to help managers discover their behavioral tendencies, leadership style, emotional strengths, and motivational drivers. The focus is on transforming self-awareness into practical strategies that improve communication, conflict management, team synergy, and overall productivity. By decoding one's psychological blueprint, managers can lead with authenticity, empathy, and purpose.

Theme Essence: Harnessing psychometric insights to deepen self-awareness and align personal strengths with professional and life goals for sustained growth and effectiveness.

3. LEARNING OBJECTIVES

By the end of the programme, participants will be able to:

- i. Develop self-awareness through psychometric insights to understand personality and behavior at work.
- ii. Build emotional intelligence and empathy to enhance interpersonal effectiveness and trust.
- iii. Align leadership style and motivation with organizational goals for improved influence and engagement.
- iv. Strengthening communication and conflict management skills for smoother collaboration.
- v. Enhance team compatibility and overall productivity through self and behavioral understanding.

4. BROAD PROGRAMME COVERAGE

The programme will broadly cover the following areas:

Module 1: Self-Awareness and Personality Insights

Focus: Building a foundation of self-understanding to improve decision-making and interpersonal dynamics.

- Psychometric Assessment: Personality Profiling (MBTI / Big Five / DISC): Interpreting personal results to identify behavioral patterns at work.
- Linking Personality to Managerial Style: Understanding how personality influences leadership approach, decision-making, and team outcomes.

Module Output: Leveraging personality strengths to align with organizational goals and reduce behavioral friction.

Module 2: Motivation and Emotional Intelligence for Peak Performance

Focus: Using psychometric insights to drive motivation and emotional balance at work.

- Motivational Drivers Assessment (e.g., FIRO-B / Work Motivation Scale): Identifying what truly drives you and your team.
- Emotional Intelligence (EI) Appraisal – Understanding Emotional Triggers: Recognizing emotional patterns and their impact on managerial responses.

Module output: Applying EI and motivation insights to boost team morale, engagement, and self-regulation under pressure.

Module 3: Leadership and Empathy in Managerial Roles

Focus: Understanding leadership behavior through psychometric feedback and developing empathy as a leadership strength.

- Leadership Style Inventory (LSI / MLQ): Mapping leadership tendencies and gaps through psychometric data.
- Empathy Quotient (EQ) Test and Reflection: Enhancing empathy to improve team relationships and trust.

Module output: Translating empathetic leadership into higher retention, innovation, and team alignment.

Module 4: Conflict Management and Communication Competence

Focus: Diagnosing interpersonal patterns and improving conflict-handling through psychometric insights.

- Conflict Management Style Assessment (Thomas-Kilmann Instrument): Understanding personal approach to conflict and its outcomes.

- Communication Style and Feedback Pattern Profiling: Identifying barriers and adjusting communication to suit diverse personalities.

Module output: Reducing conflict-related inefficiencies and fostering transparent, trust-based communication culture.

Module 5: Team Compatibility and Integration for High Performance

Focus: Using psychometric compatibility data to build cohesive and productive teams.

- Team Compatibility and Role Preference Mapping (Belbin Team Roles): Recognizing natural roles and team-fit dynamics.
- Integrating Insights: Personal Development Plan: Translating assessment outcomes into actionable workplace behavior changes.

Module output: Building synergy through complementary team roles and shared understanding.

5. OUTCOME

- Increased **self-awareness** leading to better **leadership presence**.
- Improved **team harmony** and **communication flow**.
- Enhanced **conflict resolution** and **empathy-based management**.
- Strong alignment between **individual potential** and **organizational productivity**.

6. METHODOLOGY

Methodology of the training program would be participative in nature. The sessions would be based on conceptual deliberations, case studies, success stories and group exercises/discussions.

7. PARTICIPANTS' PROFILE

The programme is designed for officials working across different functional areas of management including administration, finance, personnel & training/HRD, etc. from State and Central Governments Departments/Ministries, Public Sector Units, Private Sector Enterprises, Co-operatives, Corporations, Banks, Financial Institutions and/or Academic and/or Research Institutions.

8. FACULTY

The Faculty for the training programme will comprise of senior NPC Experts & other renowned and experienced Trainers from the respective field.

9. PROGRAMME FEE & VENUE

Programme Code T2526IEG04

Program Venue	Goa
Programme Fee	Residential Participants ₹ Rs. 70,000 + GST /- + 18% GST Non-Residential Participants ₹ Rs 55,000 + GST /- + 18% GST
For Residential Participants	Check-in at hotel - 15 December 2025 (Afternoon) (Check in time from afternoon onwards at Hotel/Resort) Check-out from Hotel – 19 December 2025 (Forenoon) (Check out time from forenoon onwards at Hotel/Resort)

10. PAYMENT DETAILS

Programme fee inclusive of GST to be paid in advance and proof of payment to be attached along with application form.

- **ECS Payment Details:** Indian Overseas Bank, 70, Golf Link, New Delhi Branch
- A/c No. 026501000009207, IFSC Code. IOBA0000265
- DD/Cheque should be drawn in the name of NATIONAL PRODUCTIVITY COUNCIL payable at NEW DELHI
- NPC'S PAN No: AAATN0402F, NPC'S GSTIN: 07AAATN0402F1Z8

As per GOI notification No. 9/2017-Integrated Tax (Rate) dated 28.06.17, Sr. No. 75, Heading 9992 (at page no. 19 of the notification) No GST is applicable where Services provided to the Central Government, State Government, UT Administration under any training programme for which total expenditure is borne by the Central Government, State Government, UT Administration.

11. HOW TO APPLY

- Please apply in prescribed application format enclosed with this brochure. Nominations may be sent to the following address:
- Last date for Receiving of nominations: (two weeks before the scheduled date of programme)

Mukesh Prakash
Deputy Director (IE)
National Productivity Council
5-6 Institutional Area, Lodi Road
New Delhi – 110003
Phone: 011-24607317
Email: mukesh.prakash@npcindia.gov.in



NATIONAL PRODUCTIVITY COUNCIL
5-6 Institutional Area, Lodhi Road, New Delhi – 110003

APPLICATION FORM FOR NOMINATIONS

Title of Programme: **Know Thyself: Understanding self through Psychometric Analysis**

Programme Code: T2526IEG04

Programme Duration: 15th to 19th December 2025

Location: Goa

Details of Nominated Participants:

S. No	Name of Delegate	Designation	Mobile No.	Email ID	Official Address for correspondence
1					
2					
3					
4					
5					

Details of Nominating Authority:

Name:

Designation:

Organization & GST No. of Organization:

Address

Contact Number:

Email ID:

Signature

Details of Proof of payment of Programme fee (*RTGS / NEFT Details; Cheque, DD*):

Payment Particulars

- **ECS Payment Details:** Indian Overseas Bank, 70, Golf Link, New Delhi Branch; A/c No. 026501000009207, IFSC Code. IOBA0000265
- In case of ECS Payment, the payment details should be intimated accordingly along with UTR number
- DD/Cheque should be drawn in the name of NATIONAL PRODUCTIVITY COUNCIL payable at NEW DELHI
- Programme Fees per Participant plus GST to be paid in advance
- PAN No: AAATN0402F, GSTIN: 07AAATN0402F1Z8

GENERAL INSTRUCTIONS

- Due to limited number of seats, it is recommended to send the nominations as per attached format at the earliest, for ensuring the availability. Acceptance of the nominations is subject to the seat availability and receipt of programme fee latest by the last date for nominations.
- The Residential programme fee covers the professional fees towards training, board & lodge of the Participant(s). The fee once deposited is non-refundable, however, substitutions are allowed.
- Each participant should carry their ID cards and necessary letters / orders issued by their department for attending the training program.
- The Non-Residential programme fee covers the professional fee towards training, lunch and refreshments during the training program. The fee once deposited is non-refundable, however, substitutions are allowed.
- NPC shall not bear any charges towards participants' to & fro travel from their residence / place of stay and the training program venue. All participants shall make their own arrangement to reach the venue on time as per the programme schedule.
- Participants are requested to assure their health and safety during the training period and NPC will not be liable for medical expenses incurred by the participants during the program.
- NPC will not provide boarding and lodging before and after the dates of programme. Participants planning to stay longer than the scheduled duration should arrange the same at their own cost.
- Settlement of additional bills: The hotel will be instructed to open separate folio for each participant. Participants may directly settle their additional dues regarding family member, laundry, telephone, mini bar, room service, overstay etc. with the hotel before checkout.
- The participants shall be awarded Certificate of Participation on successful completion of programme.
- Any other terms and conditions apply as may be notified by NPC at any point of time.
- Referring to GST guidelines, you are requested to confirm the applicability of GST payment for your department.
- Participants are required to follow the necessary COVID protocols during training.



National Productivity Council

(Under Department for Promotion of Industry and Internal Trade)

Ministry of Commerce and Industry

Government of India

5-6, Institutional Area, Lodhi Road

New Delhi – 110003